

5th June 2024

Naomi Cooke
Employers' Side Secretary
Local Government Association
18 Smith Square
London
SW1P 3HZ

Sent by Email.

Dear Naomi

Thank you for your letter of 16 May, making a full and final pay offer in response to the NJC trade unions' pay claim for 2024. Our three unions will all now consult our members on the offer, and we will keep you informed.

We were extremely disappointed to receive an offer which falls so far short of our pay claim. At a time when our members continue to experience a cost-of-living crisis, and after years of real terms decline in pay, the offer falls far short of what our members need and deserve.

In addition, we must express our extreme dismay at the lack of a negotiating process. In the years when an initial offer has been followed by negotiations, we feel the process has been beneficial to all parties, and our national agreement is built on this. The continued reliance on going straight to a 'full and final' offer undermines the joint negotiating and bargaining structures we have in place. We would urge the National Employers to re-consider your stance and engage in meaningful negotiations on this year's pay offer, to help restore trust in the collective processes we have established.

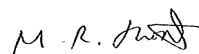
Yours sincerely,



Sharon Wilde GMB



Clare Keogh UNITE



Mike Short UNISON

Trade Union Side Secretaries